

Impact of individual career planning on career development of the employees in public sector banks in Kalutara District in Sri Lanka

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Abstract

Organizations that fail to allow employees to meet individual needs will be losing skillful employees. The employee career planning refers individual development through the self-assessment and personal development. Career development is the long term objective by the employee to shape their professional careers. The research was aimed to examine the impact of individual career planning on career development among the managerial level employees in public sector banks in Kalutara District. The independent variable is career planning, self-assessment, career mapping and personal development, and dependent variable is employees' career development. The study consists of randomly selected 61 managerial level employees from Bank of Ceylon and People's Bank in Panadura, Horana and Bandaragama regions. The data were collected using the structured questionnaires and it was found that the measurement scales met the acceptable standards of validity and reliability. The uni-variate, bi-variate and multivariate analysis were used for the data analysis by using SPSS 16.0. The survey outcomes had proved that self-assessment highly impact to the employees' career development. The study recommended that organizations should design the career programs by identifying the knowledge, skills and ability of the employees' and pay more attention to guide proper career path aligning with employees' individual career vision and personal development.

Keywords: *Career mapping, employees' career development, government banks, personal development, self-assessment.*